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SHE AND HIM — THEY'RE AT IT AGAIN

ZOOEY DESCHANEL AND M. WARD TEAM UP ONCE MORE, THIS TIME WORKING ON A COVERS ALBUM PAGE 17

For Toronto's most discerning diners, 'it's like going to Disney World'

Foodies on Foot brings people together for tasty tours around town to indulge in the finest food on offer PAGE 6

Rams' 'hands-up' demonstration angers St. Louis police association

Organization calls the five players' behaviour 'tasteless, offensive and inflammatory' PAGE 30

Sex assault stories put a chill on office parties

Holidays. Experts say recent high-profile cases have made many people nervous about how to behave at work functions

Quoted

"Have fun, but remember it doesn't mean anything goes. It's not a place to pick up people."

Sandy Welsh, sexual harassment and employment specialist

Workplace holiday parties — often a hotbed of flirtatious glances and liquor-laden behaviour — could warrant extra caution this season.

Just in time for the holidays, a mistletoe chill is settling in across the country as comedian Bill Cosby and former CBC host Jian Ghomeshi make headlines for allegations of sexual assault.

Add to this a flurry of recent stories detailing workplace harassment, among them Toronto poet Emma Healey and Globe and Mail contributor Leah McLaren, and HR departments and managers may be put on high alert.

Ghomeshi's alleged behaviour even sparked Levitt and Grosman LLP, an employment law firm, to circulate an email of holiday dos and don'ts, reminding recipients that "you probably aren't in the same league as Jian Ghomeshi when it comes to bad behaviour in the workplace but you still need to keep yourself in check at the company holiday party or you could end up fired with cause."

Experts say the heightened attention to unwanted advances has quietly made many nervous about their behaviour at the office holiday party.

"When these issues arise, people start to look at what is happening at their workplace and what is appropriate or not," says Sandy Welsh, a University of Toronto professor specializing in sexual harassment and employment.

Though it may seem obvious, Welsh says careful consideration should also be paid before you let your hands wander or overly suggestive remarks slip out your mouth.

"You're still at work. You're still with your colleagues," she points out.

Experts who remind partygoers that any salacious behaviour can have ramifications need no better example than a 1999 scandal involving prominent New York lawyer Thomas Haythe.

Haythe was accused of sexually harassing a colleague at a party meant to celebrate the merger of Toronto firm Tory Tory DesLauriers & Binnington, and Haythe's firm, Haythe & Curley.

Haythe publicly apologized for his actions but was dismissed from the firm. TORSTAR NEWS SERVICE

TORY MOVES ON UP

Mayor John Tory and his wife Barbara Hackett enjoy the media attention on Monday as they head to Tory's new office from the private elevator on the second floor at city hall. Tory revealed Monday that his office staff will be a youthful group with deep roots in both Liberal and Conservative circles. Five pages of coverage inside. DAVID COOPER/TORSTAR NEWS SERVICE

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Sophia Arvanitis, director of operations.
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Dee Dee Heywood, Tory's executive assistant
FACEBOOK

Tory brings political vets, youth onboard

His team. Many on the new mayor's 16-member staff have experience working in provincial and federal politics, both Liberal and Conservative

Mayor John Tory's office staff will be a youthful group with deep roots in both Liberal and Conservative circles in Ottawa and at Queen's Park.

The list of staff, obtained by Torstar News Service, reveals a team notably more experienced in the political arena than the revolving group posted in outgoing mayor Rob Ford's office over the past four years, many of whom were thrust into the spotlight after appearing in a police document during an investigation of Ford and the infamous crack video.

The new names on Tory's list — a total of 16 staff — join former communications expert Chris Eby as chief of staff and former provincial Conservative candidate Vic Gupta as principal secretary, named to those positions at the end of October.

Many of the key aides who helped Tory through the campaign and transition period have found roles in his office, including 31-year-old Amanda Galbraith, who becomes his chief spokeswoman as director of communications. The former federal Conservative staffer, who has served in various roles including in Prime Minister Stephen Harper's office, left her position as account director at the Toronto- and Ottawa-based Playbook Communications firm last month.

A longtime Liberal and 11-year veteran of Queen's Park, Stephen Johnson, is leaving his most recent post in Premier Kathleen Wynne's office, where he was senior policy adviser, to become Tory's director of policy.

Also arriving from Queen's Park is Alex Chreston, who served as tour director for Opposition leader Tim Hudak and will fill the role of senior adviser of tour for Tory.

Chreston also previously worked in Tory's office when he was leader of the Ontario PC party.

Sophia Arvanitis becomes director of operations after serving as Tory's election day director in a tiny room at campaign headquarters covered in sticky-noted to-do lists. She has previously worked in the Ministry of Industry and was policy adviser to late finance minister Jim Flaherty.

Tory will also have three other senior advisers.

Catharine Barnes, daughter of Tory's friend and current police board member Andy Pringle, will become a senior adviser for policy working under Johnson. She has worked in policy for both the LCBO and at the province.

Chris Phibbs, a senior adviser to former mayor David Miller, and Luke Robertson, who worked on policy and research in the city's municipal licensing and standards division, will be in charge of council and stakeholder relations.

As council liaison, Tory has picked Meagan Trush, who was a special assistant to Liberal Minister of Children and Youth Services Tracy MacCharles in her former role as consumer services minister.

Tory's special assistants, doing various jobs, will be Evan Balgord, Matt Buckman, Bryan Frois, Kevin Moraes and Ranbir Singh.

Balgord, Buckman and Singh all worked on Tory's campaign in the war room, co-ordinating media research, and at events.

A graduate of Ryerson University's School of Radio and Television, Frois was a campaign aide who continues to run Tory's social media accounts.

Moraes joins the team as a former policy adviser to interim Ontario PC Leader Jim Wilson.

Amara Nwogu, who worked on Tory's campaign as a research analyst, will join his staff as an executive assistant to both Eby and Gupta.

Ruby Latif, who worked on Tory's campaign doing community outreach — and is credited with having a wide reach to the city's many ethnic and religious groups — will also maintain that role, but will not be a full-time staffer.

Rounding out the team is a trusted aide who closely guarded Tory's schedule during the campaign, Dee Dee Heywood. She becomes Tory's executive assistant after working for former premiers Mike Harris and Ernie Eves as well as former prime minister Brian Mulroney.

TORSTAR NEWS SERVICE

Community work

City council coming to a neighbourhood near you

Mayor John Tory said Tuesday he plans to have city council meet in Scarborough and other parts of Toronto — technical requirements likely rule out official off-site council meetings — and break into groups to go into the communities.

This is sure to keep his office staff hopping around town.

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Critics split on Tory's picks

Mixed reaction. New mayor's executive committee choices spark city-wide debate over their inclusiveness

LUKE SIMCOE
Metro Online

Mayor John Tory's picks for his executive committee have Toronto progressives feeling left out, but most say they're willing to trust the new magistrate's judgment ... for now.

Although still subject to approval, Tory's choices for key jobs within his administration draw heavily from council's right flank.

Coun. Denzil Minnan-Wong has been tapped for the official deputy mayor job, while Frances Nunziata will retain her job as speaker. Tory's executive committee also sees the return of five councillors appointed by Rob Ford, including former Progressive Conservative Party of Ontario candidate Gary Crawford and Ward 24 Coun. David Shiner.

York University professor Dennis Pilon called the appointments "a slap in the face" for left-leaning Torontonians.

"My response is, 'I told you so,'" he said. "This guy's a conservative and now people are surprised that he's surrounding himself with conservatives. Tory's going to be a more effective Rob Ford. That's what people voted for. They may not have thought they were voting for that, but that's what they've got."

Other progressives, both on council and off, were more measured in their response.

"The executive does leave out left-wing and downtown councillors. I share that concern, but the mayor has his reasons," said Coun. Glenn De Baeremaeker.

The Scarborough councillor is one of three municipal representatives picked by Tory to represent different regions of the city. Coun. Pam McConnell will serve as the deputy mayor for the south part of Toronto, while Vincent Crisanti will represent the west.

John Tory and Premier Kathleen Wynne met at Queen's Park Monday and held a joint press conference. COLIN MCCONNELL/TORSTAR NEWS SERVICE

Minnan-Wong will lend a voice to the city's north end.

"John Tory has purposefully decided to create these deputy mayor positions based on geography. Each part of the city will feel like it's getting its fair share," De Baeremaeker said. "I think he feels in his gut that people in the suburbs feel ripped off.

"He senses that alienation and wants to heal it."

Local activist Adam Chaleff-Freudenthaler, a perpetual thorn in Rob Ford's side and vocal supporter of Olivia Chow, cautioned against reading too much into Tory's choices.

"There's a great deal of good will for Mr. Tory right now. A lot of people want to see him succeed, including progressive Torontonians," he said. "And many of the folks he's appointed to the executive committee have shown their ability to understand and move forward on what could be considered progressive issues."

Chaleff-Freudenthaler said the appointments of Ana Bailao to the library board and Josh Colle to the position of TTC chair show Tory is still in touch with the needs of downtown residents.

"And it looks like Tory will ask Pam McConnell to lead the poverty reduction file," he added. "If he provides her the support to do that work, that's great. It's one of the key issues facing the city."

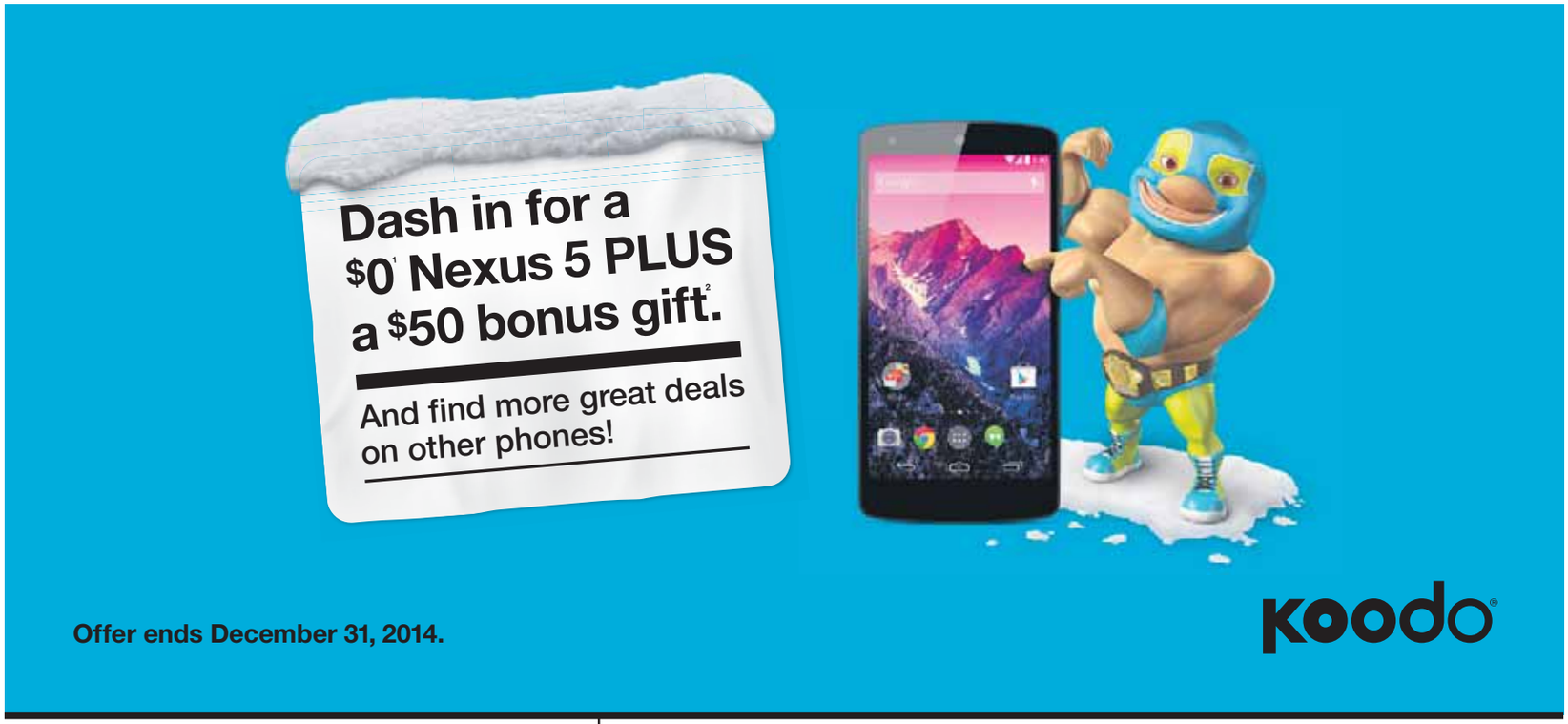
Chaleff-Freudenthaler is optimistic that Tory will be able to hold the reins on his team in general, and on Minnan-Wong in particular.

"Given (Minnan-Wong's) track record, I think there's a concern about inclusiveness," he said, citing the Scarborough councillor's controversial stances on illegal immigrants and abortion. "It's going to be up to John Tory to ensure that Denzil Minnan-Wong carries forward the spirit the mayor is looking for in his administration."

Quoted

"This guy's a conservative and now people are surprised that he's surrounding himself with conservatives."

York University professor Dennis Pilon



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Deputy mayors from the 4 corners of T.O.

Coun. Glenn De Baeremaeker (Ward 38) – Deputy Mayor, east. TONY BOCK/TORSTAR NEWS SERVICE

Ahead of his inauguration, John Tory has announced that he will appoint not one deputy mayor, but four. While Coun. Denzil Minnan-Wong will serve officially should Tory be unable to perform his duties, three other councillors have been tapped to represent the city's various boroughs.

A quick profile of Glenn De Baeremaeker and Vincent Crisanti:

Prior to being elected in 2003, De Baeremaeker made his mark as an environmental activist in Scarborough, leading campaigns against development in Rouge Valley and the Oak Ridges Moraine. On council, he was a supporter of former mayor David Miller.

De Baeremaeker bikes 20 kilometres to city hall from his home in Scarborough every day, and is a proponent of safer roads for cyclists and more bicycle infrastructure.

Fun fact: De Baeremaeker is vegetarian.

An Etobicoke councillor prior to amalgamation, Crisanti ran two unsuccessful council campaigns in Toronto in 2000 and 2003. However, an endorsement from Rob Ford helped propel him into office in 2010.

Crisanti has experience in the private sector managing a signage business and real estate company, and is generally regarded as a fiscal conservative. Much of his council efforts have focused on beautifying his ward and improving customer service.

Fun fact: Many of Crisanti's colleagues on council refer to him as "Uncle Vince."

LUKE SIMCOE/METRO

Coun. Vincent Crisanti (Ward 1) – Deputy Mayor, west. ANDREW FRANCIS WALLACE/TORSTAR NEWS SERVICE

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Minnan-Wong, McConnell expected to play big roles

Coun. Denzil Minnan-Wong (Ward 34) – Deputy Mayor, north. RENE JOHNSTON/TORSTAR NEWS SERVICE

John Tory has appointed four deputy mayors. A quick profile of two of them: Denzil Minnan-Wong and Pam McConnell.

First elected in 1994, Minnan-Wong is a veteran councillor with a reputation as both a fiscal and social conservative. A one-time Rob Ford ally, Minnan-Wong supported the former mayor's bid to contract out garbage services. He was also among a minority of councillors who voted against providing amnesty to undocumented immigrants.

Minnan-Wong eventually distanced himself from the Ford administration and endorsed John Tory in the last election. As official deputy mayor, he will act in the mayor's place should Tory be unable to perform his duties. He is also the deputy mayor for the north end of Toronto.

Fun fact: In 1999, Minnan-Wong was on the losing side of a 41-9 vote to make Hanlan's Point Beach on Toronto Island clothing-optional.

One of council's longest-serving members, McConnell was first elected as a school trustee in 1982. During her tenure she has served on numerous municipal boards, and was a member of the police board that first tackled the issue of racial profiling.

A card-carrying member of the NDP, McConnell has championed a number of progressive causes and has been a key player in the revitalization of Regent Park.

(Not-so) Fun fact: McConnell made headlines in 2013 after Mayor Rob Ford inadvertently tackled her in the council chamber.

LUKE SIMCOE/METRO

Coun. Pam McConnell (Ward 28) – Deputy Mayor, south. ANDREW FRANCIS WALLACE/TORSTAR NEWS SERVICE

Foodies On Foot a moveable feast of city's great eateries

Food-themed tours. Groups learn about city's neighbourhoods while out dining

GILBERT NGABO
gilbert.ngabo@metronews.ca

Foodies On Foot's Caslon Branscombe, second from left, led a group of 20 people — including birthday girl Marilyn Smith, at back wearing toque and scarf — on a dining tour in downtown Toronto on Sunday. DAVID VAN DYKE/METRO

For her 65th birthday, Marilyn Smith of Toronto couldn't have wished for a better present.

A friend of hers knew how much she loves food, so the choice was made for a city's food tour outing. Foodies On Foot came in handy. "It's like going to Disney World," she said after the tour Sunday. "I've lived here since 1973 and had never been to any of the places we visited today."

Smith and a group of 20 people spent five hours Sunday touring and dining in downtown Toronto on a unique excursion called the "Best of Toronto Food Tour."

For the past 2-1/2 years, Foodies On Foot has been organizing a series of food-themed tours around town. The primary idea is to indulge in the tastiest food the city has to offer, from specialty food stores to casual dining, while learning more about several neighbourhoods along the way.

"It gets people debating and discussing their discoveries, which is great and fun," said Caslon Branscombe, tour guide. A foodie herself, she encourages tourists to try new tastes as long as they are not allergic.

Travelling on TTC streetcars, Branscombe took the group to six locations that included Cheesewerks, Happy Hookers and G for Gelato. The food experience teased the palate with cheese sandwiches, seafood, vegetarian dishes and all sorts of desserts.

"I mean, I won't have to eat again soon," joked Smith.

Foodies founder Steven Hellmann said there is something attractive in discovering local dishes in this fun way. Many award-winning locations remain "hidden gems" and Foodies On Foot is a creative way of shedding light on them, he said.

Hellmann and his business partner and chef Damian Harrington are now looking to expand and take Foodies On Foot in other provinces.

Human trafficking

T.O. man facing 20 charges

A Toronto man is facing 20 charges in connection with a human trafficking investigation involving two 15-year-old girls.

Jamie Forbes, 32, faces charges including two counts each of trafficking in persons by recruiting, trafficking in persons under 18 by exercising control, living on the avails of prostitution under 18, assault, forcible confinement and assaulting a peace officer. THE CANADIAN PRESS

Thorncliffe Park Drive

Police identify homicide victims

Toronto police have identified three people found dead in an apartment on Saturday as a mother and her two young sons. The bodies of Zahra Abdille, 43, Faris Abdille, 13, and Zain Abdille, 8, were found at 85 Thorncliffe Park Dr. THE CANADIAN PRESS

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TORY'S TAKE

The new mayor discusses the state of public transportation and Metro's Toronto on Track project

'WHERE THERE IS CONVENIENT TRANSIT, PEOPLE WILL USE IT'

TORSTAR NEWS SERVICE FILE

JESSICA SMITH CROSS
jessica.smithcross@metronews.ca

TORONTO ON TRACK

This is the second in a five-part series exploring the neighbourhoods that surround Toronto's existing and proposed rapid transit stations.

→ Tomorrow: Five fun facts gleaned from Metro's interactive transit tool, including a case for tolling the Gardiner.

→ Online: Get caught up on the series and explore Metro's interactive tool yourself.

John Tory looks at a map on the computer screen and talks about how to make the blue dots green.

It's one of the primary goals of his mayoralty.

He's looking at Toronto on Track, Metro's interactive tool that allows readers to explore the demographics of the people who live within easy walking distance of the city's subway stations, as well as the rapid transit stops under construction or under debate across the city. We're showing him Toronto on Track at his office in city hall, a few days before his swearing-in.

The blue dots are stations where the nearby residents drive to work. The green dots, found along most of the existing subway network, are where the dominant mode of transportation is transit. Red dots, found only in the city's core, are where most residents commute on foot.

He points to the Eglinton-Crosstown line, currently under construction. The majority of the dots are blue.

"I think this spells out the case why you want to build transit, because you want to give these people an option — the blue-dot people as it were — to take transit," he says.

Looking at SmartTrack, the rapid electrified rail line he campaigned on, going from the Airport Corporate Centre in Mississauga (blue) to Union Station (red) to Markham (all blue), Tory says the line could boost transit use in the blue areas and get cars off the road.

"You can see there's a ready-made market there of people who want to use it, and I'm thrilled. I'm not surprised, because I think that's exactly why you want to build transit."

Most of the transit projects in the debating, planning or construction stage — for example, SmartTrack and the LRT lines on Finch and Sheppard avenues — reach into the inner suburbs, where rapid transit isn't available today.

"It's not surprising that in the suburbs you're seeing a preponderance of people who take cars," Tory said. "This (map) makes the case, to me, that where there is convenient transit, people will use it ... hence why it's important to build SmartTrack, to build the Scarborough subway and the other projects that are being built.

"When you look at the Scarborough subway, most of the people on its route are blue dots — blue dots represent people who drive their cars — I would hope those people will say, 'Hallelujah, we will take our car and put in the garage or sell it, and take the subway to work.'"

Quoted

"When you look at the Scarborough subway, most of the people on its route are blue dots — blue dots represent people who drive their cars — I would hope those people will say, 'Hallelujah, we will ... take the subway to work.'" Mayor John Tory

On transit and density

Looking at a map of density around proposed stops for the Scarborough line, the map shows the area is typically less dense than most of the existing network. The same goes for SmartTrack.

Tory believes that over time, that will change.

"The bottom line is development does follow transit; it has to make the transit viable," he says.

Tory also says the existing subway network has shaped Toronto, adding density to the areas it traverses.

"You can see this very clearly when you come in an airplane to Toronto — you can see it's had a huge impact on development along Yonge Street, right from bottom to top," he says. "The same on parts of Bloor Street — the closer you get to the core, the denser it becomes."

On language and race

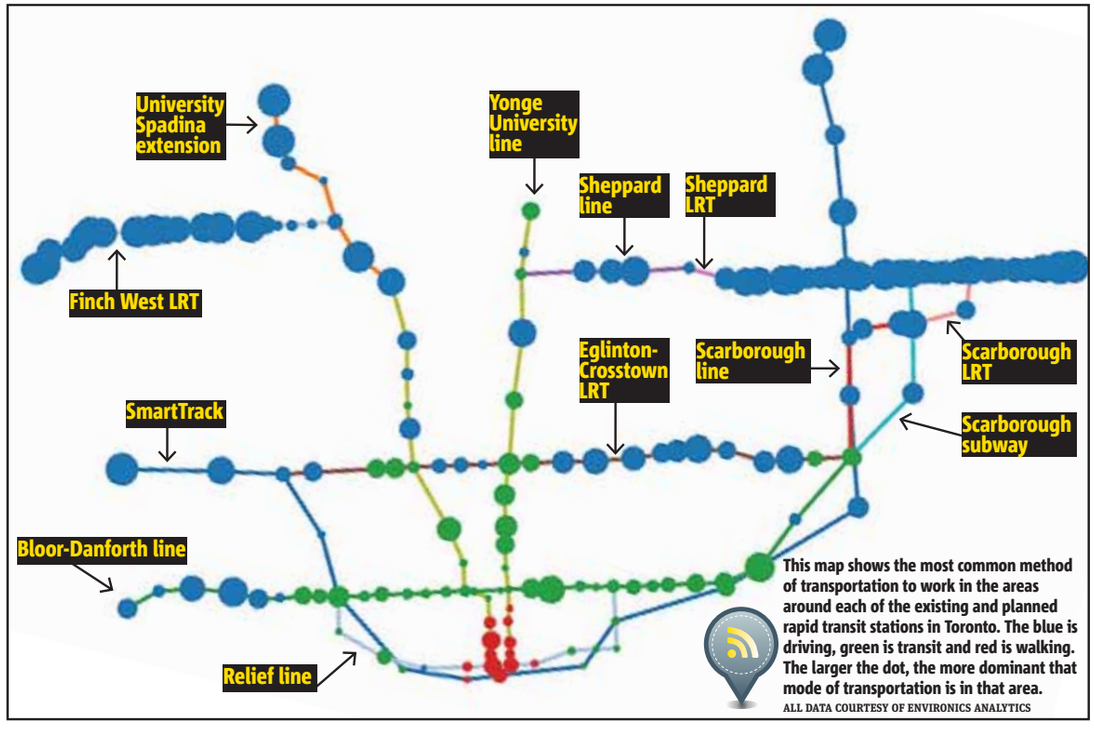
We show Tory the map that displays the concentrations of people who speak a mother tongue other than English and the map that displays the proportion of visible minorities along each line. He says these have less relevance to transit planning, but show an interesting picture of the city.

He says he's fascinated by the way different ethnicities have settled in different parts of the city and how that has changed over time.

On children

Looking at the map showing the proportion of homes with children, the new mayor notes there are few in the downtown core.

"Here we always thought that if you had a family, you didn't live downtown. There was no rule, but you just didn't do it. But now, I think there are a lot more families — a la New York, a la London — where they say no, I want to live downtown because I want that experience. My kids will have a different upbringing; they'll go to a park instead of a backyard."



This map shows the most common method of transportation to work in the areas around each of the existing and planned rapid transit stations in Toronto. The blue is driving, green is transit and red is walking. The larger the dot, the more dominant that mode of transportation is in that area.

ALL DATA COURTESY OF ENVIRONICS ANALYTICS

Tory's priorities

John Tory campaigned on transit and transportation and says he believes Torontonians elected him on that mandate. His priorities include:

- SmartTrack: Tory is proposing a rapid transit system of electrified "surface subway" trains that run from Mississauga through Union Station to Markham.
- Scarborough subway: Tory supports a subway over LRT in Scarborough.
- Reverse bus-service cuts: Tory announced in his state-of-the-city speech that he wants to find money in the budget for the TTC to reverse bus-service cuts on 41 routes instituted by the previous council.

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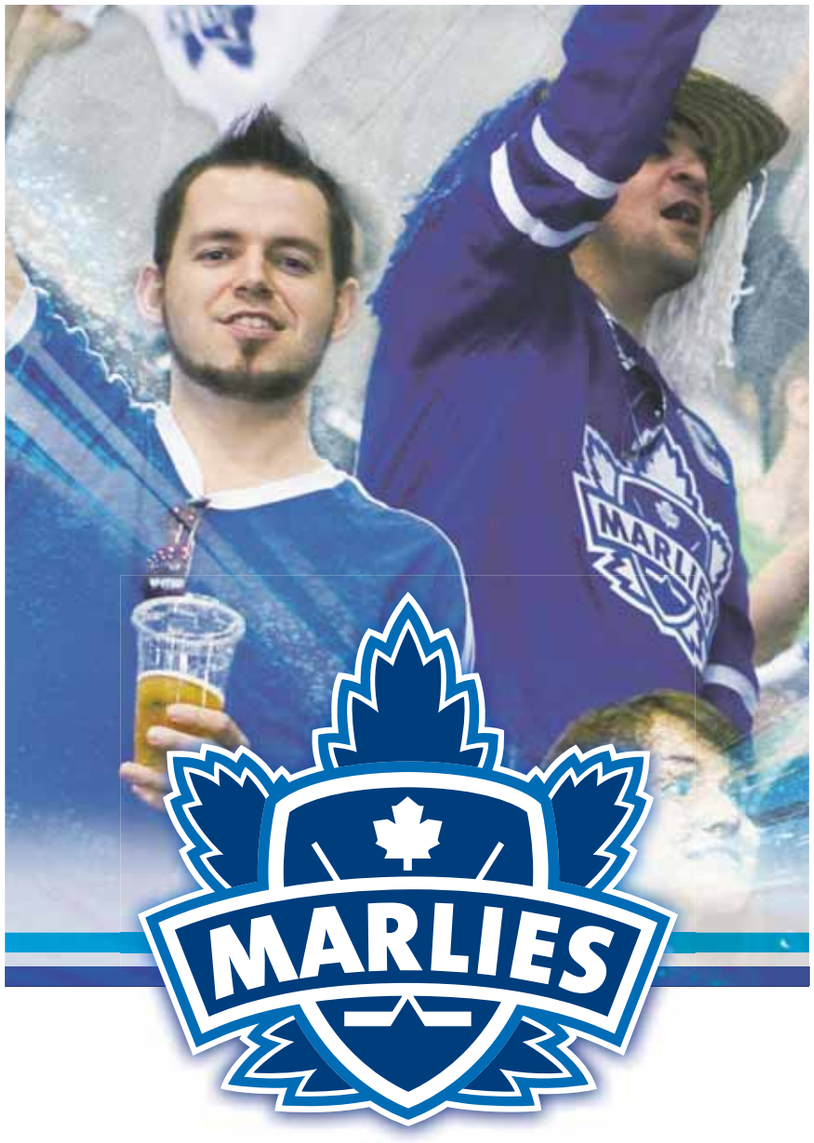
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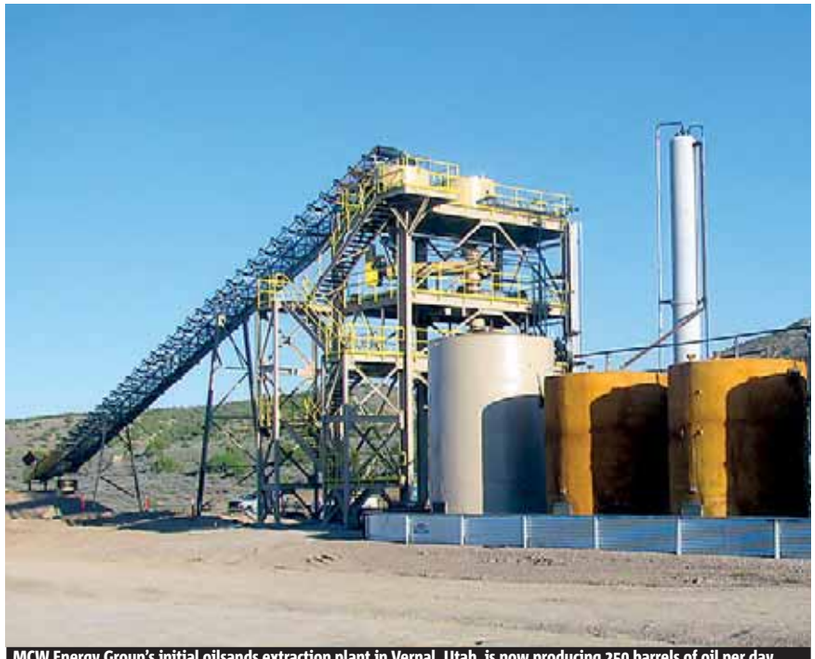

MCW Energy Group's initial oilsands extraction plant in Vernal, Utah, is now producing 250 barrels of oil per day.
CONTRIBUTED

Eco-safe oilsands extraction claimed

A cheaper alterative?
MCW Energy Group claims to use 'benign' chemicals for the extraction process

ROSEMARY WESTWOOD
rosemary.westwood@metronews.ca

The oil industry's "first environmentally friendly oilsands extraction project" in North America is being built, a Toronto-based company claims.

MCW Energy Group — a fuel distributor to U.S. gas stations since 1938 — says it has developed "breakthrough technology" that separates oil deposits from sand without a drop of water, and without the need for controversial Alberta-style tailings ponds.

"About four years ago, we started looking at different ways we could process oilsands," said Paul Davey, communications officer for MCW.

MCW uses what Davey called "benign" chemicals.

"The chemicals are readily used in America for other things. We can't divulge what they are, but they're harmless," he said.

He says they mix these chemicals with oilsand deposits scraped from the earth.

Extraction and cleanup

"We can efficiently extract oil from Alberta's oilsands projects, as well as clean up their tailings ponds."
Paul Davey, MCW communications officer

He explained that the oil and chemicals separate from the sand through a heating process, and are then heated further so the chemicals evaporate, are caught as gas, and cooled to be reused.

Davey said only oil and sand remain after that process — the sand so safe it could be used in a playground, he added.

Alberta oilsands companies have been "basically one-trick ponies" that "haven't used any other technology other than what they've been using for the last 30 years," to produce oil at a cost of about $60 to $65 per barrel, Davey said.

An alliance of oil companies representing 90 per cent of oilsands production would disagree.

Canada's Oil Sands Innovation Alliance members have spent more than $950 million developing "777 distinct technologies and innovations" aimed a responsible and sustained growth, and "improved environmental performance," according the group.

But MCW's process is also cheaper, Davey said — costing only $35 per barrel. It's an attractive price point, given that falling oil prices have put pressure on oil producers as they eat into profit margins.

MCW is currently selling oil from a production facility in Utah using the unnamed chemical process Davey described.

The facility handles 250 barrels per day, with plans to open a new $70- to $80-million plant to handle 5,000 barrels per day by the end of next year.

While the company seeks joint venture opportunities in China, Venezuela and even Jordan, it's also in talks with an engineering firm that designs, fabricates and installs oilsands extraction projects in Alberta. It could even help remove chemicals and oil from tailing ponds.

"MCW has tested samples of tailings ponds from Alberta this year," Davey said.

"We extracted 99.9 per cent of the hydrocarbons from their samples. The conclusion is that we can efficiently extract oil from Alberta's oilsands projects, as well as clean up their tailings ponds."

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Homicide rates drop 8% in 2013: StatsCan

1.44 victims per 100,000 people. Crime rates also lowest since 1966, Statistics Canada says

The country's homicide rate fell last year to 1.44 victims for every 100,000 people, its lowest level since 1966, Statistics Canada reported Monday.

The agency said the 2013 rate was eight per cent lower than in 2012.

That follows reports that the overall crime rate also declined in 2013 compared with 2012, falling eight per cent to its lowest level since 1969.

Statistics Canada said last summer that the crime rate was continuing a long-term, downward trend that began in the early 1990s. But the drop in murders and a falling crime rate overall haven't deflected the Harper government from its tough-on-crime agenda.

The Fraser Institute reported in September that police costs have soared even as crime falls. And while police cost more, their workload dropped, the report added.

The latest statistics say police reported 505 homicides in 2013, down 38 from the previous year.

Statistics Canada attributes the overall decrease in homicides in 2013 to a drop of 40 deaths reported in Quebec after two years of higher-than-average numbers of homicides in the province.

Quebec reported 68 homicides in 2013, representing a rate of 0.83 per 100,000 population, the lowest rate recorded in the province since reporting began in 1961.

Six provinces reported modest increases in the number of homicides in 2013, although even with those increases, the homicide rates in nearly every province and territory were below their 10-year averages in 2013.

The exceptions were Newfoundland and Labrador and Prince Edward Island, where the 2013 homicide rates were above their previous 10-year average.

Homicide rates continued to be generally highest in the West and the North. Provincially, Manitoba reported the highest homicide rate with 3.87 per 100,000 population, followed by Saskatchewan with 2.71, Alberta at 2.04 and British Columbia with 1.66.

Among metropolitan areas, Regina reported the highest homicide rate at 3.84 per 100,000 population, followed by Winnipeg and Thunder Bay.

Homicide rates were below the national average in Toronto and Montreal, with rates of 1.34 and 1.08 respectively. Vancouver, at 1.72, was above the national average. THE CANADIAN PRESS

The North

Nunavut, with 11.24 per 100,000, and the Northwest Territories, with 4.59, reported homicide rates higher than any province, while there were no homicides in Yukon for the third consecutive year.

Catharine Sloan

Lori Baldwin-Sands

Family feud or political fun?

For voters in St. Thomas, Ont., next year's federal election might hold a pleasant surprise. Municipal politician Lori Baldwin-Sands, pictured immediate left, has been acclaimed as the Liberal candidate in Elgin-Middlesex-London. Her daughter, financial-sector worker Catharine Sloan, pictured far left, has a shot at the Conservative nomination coming up on Dec. 6. Little chance here of the campaigns going negative, as mother and daughter say they are committed to fighting it out on the issues. HANDOUT/THE CANADIAN PRESS

Right to housing

Landmark charter challenge quashed

Ontario's Court of Appeal has quashed a landmark charter challenge on the right of homeless Canadians to affordable housing.

But the divided decision by the three-judge panel, released Monday, leaves the door open to an appeal to the Supreme Court of Canada, say lawyers who launched the case in 2010 on behalf of four homeless and precariously housed Torontonians and an affordable housing advocacy group.

Janice Arsenault, a formerly homeless woman named in the case, and other applicants say Ottawa and Queen's Park are violating their charter rights to equality and "security of the person."

As a remedy, they are seeking a court order requiring the provincial and federal governments to develop provincial and national housing strategies.

But in her ruling for the majority, Justice Janice Pardu said their request "takes the court well beyond the limits of its institutional capacity." THE CANADIAN PRESS

Ottawa shooting

Bibeau video may not be released, says Top Mountie

A video made by Michael Zehaf Bibeau before he staged his attack on Parliament Hill in October may not be released to the public after all, RCMP commissioner Bob Paulson said Monday. The NDP and Liberals criticized Paulson for withholding information that they said was in the public interest, especially since he has spoken about it publicly. THE CANADIAN PRESS

Symbol of a movement: ‘Hands up. Don’t shoot!’

Ferguson. Gesture animates protests from NFL football field to workplaces, classrooms

Protesters across the U.S. have walked off their jobs or away from classes in support of the Ferguson protesters.

Monday’s walkouts stretched from New York to San Francisco, and included Chicago and Washington, D.C.

At the University of Missouri-St. Louis, three dozen students rallied outside the library and walked out of class, some with their hands up in the gesture that has become a symbol of the movement.

The walkouts came a week after a St. Louis County prosecutor’s announcement that a grand jury had decided not to indict white Ferguson police officer Darren Wilson in the August shooting death of 18-year-old Michael Brown, who was unarmed and black. The case spawned sometimes violent protests, often with demands that Wilson face charges.

Wilson told the grand jury that he shot Brown in self-defence. But several witnesses said Brown had his hands up in surrender. Within hours, “Hands Up. Don’t Shoot!” became the rallying cry for protesters.

Wilson has resigned from the police force.

At the University of Missouri-St. Louis, not far from Ferguson, about 30 students chanted “Hands up. Don’t shoot!” THE ASSOCIATED PRESS

Monday

Obama proposed a three-year $263 million spending package to increase use of body cameras, expand training for law enforcement and add more resources for police reform. The package includes $75 million for the small, lapel-mounted cameras to record officers on the job.

- The White House has said the cameras could help bridge deep mistrust between law enforcement and the public.
- It could also help resolve the types of disputes between police and witnesses that arose in the Ferguson shooting.

Hong Kong police clash with protesters

In this Monday photo, a protester is arrested by police officers outside government headquarters in Hong Kong as pro-democracy protesters try to surround the headquarters, stepping up their movement for genuine democratic reforms after camping out on the city’s streets for more than two months. An electoral pummeling for Taiwan’s pro-Beijing ruling party and a new spike in pro-democracy protests in Hong Kong have delivered a reality check to Chinese President Xi Jinping just when he was riding a wave of high-profile diplomacy.

VINCENT YU/THE ASSOCIATED PRESS

Same market

Extremists attack two Nigerian state capitals

Suspected Islamic extremists struck in two state capitals in northeastern Nigeria on Monday, with a deadly double bombing at a crowded market and an attack on a police base.

The attacks were the latest in a week of violence linked to Islamic militants that has killed more than 170 people in northern Nigeria. THE ASSOCIATED PRESS

Four dead

Three shootings in West Virginia

Three separate shootings left four people dead in north-central West Virginia on Monday, and state police said they’re seeking one suspect in all the shootings.

State police spokesman Lt. Michael Baylous said two of the shootings happened in the Westover area and the other was in the Cheat Lake area in Monongalia County. THE ASSOCIATED PRESS

Following allegations

Cosby cuts ties with Temple University

Bill Cosby resigned Monday as a trustee of Temple University following a string of allegations that accused him of drugging and sexually assaulting women over many years.

The 77-year-old entertainer has been a highly visible cheerleader of his beloved alma mater in Philadelphia and a board member since 1982. THE ASSOCIATED PRESS

Ebola

Liberia, Guinea meet targets

Liberia and Guinea have met a Dec. 1 target for isolating 70 per cent of people infected with Ebola and safely burying 70 per cent of those who die but Sierra Leone has not, the World Health Organization said Monday.

Only last week, the UN health agency said only Guinea was on track to meet the targets for getting the Ebola outbreak under control in the three hardest-hit West African countries. THE ASSOCIATED PRESS

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Canadians expect debt after work: survey

Home equity.
Ten per cent of polled expect to refinance home for retirement

Canadians may dream of retiring debt-free, but research done for Manulife suggests nearly 20 per cent of homeowners expect to lean on the value of their homes to finance life after work.

An online survey conducted for the financial services company found about half of the 2,373 respondents expected to still be in debt when they retire.

Of those polled, 10 per cent planned to borrow against their current homes, while about eight per cent were looking to downsize and use money from the sale of their home as income.

Using home equity as a "fallback plan" suggests some Canadians are struggling to balance retirement with paying down debt, Manulife Bank CEO Rick Lunny said in an interview.

"If people think they're going to take out second mortgages and larger mortgages when they retire, that's a pretty concerning view and evidence of no financial plan whatsoever," Lunny said.

Manulife's findings come after years of warnings from the Bank of Canada and the federal Finance Department that many people are still amassing too much debt.

Throw in concerns that Canada's housing market may be overpriced, and the likelihood that interest rates will rise in the coming years, and several additional levels of risk could be introduced into the financial equation.

"Canadians have been lulled into this sense of security because they're paying three per cent or less on their mortgages, but that could change very quickly," Lunny said.

Taking advantage of housing wealth in retirement isn't necessarily a bad decision, suggested Thomas Davidoff, an assistant professor at the Sauder School of Business in Vancouver.

"What I think, arguably, would be crazy is to live a meagre retirement and not have tapped an enormous asset," he said.

"It really depends on how important it is for you to leave wealth to your heirs, and how nervous you are about surprise expenditures." THE CANADIAN PRESS

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TFW program

Foreign workers need path to permanence: CFIB

The Canadian Federation of Independent Business is calling on Ottawa to replace its controversial temporary foreign worker program with a visa that would provide a path to permanent residence for entry-level employees from abroad. A new report criticized the TFW program for using TFWs to fill permanent jobs. THE CANADIAN PRESS

Market Minute

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VOICES

READY TO RUMBLE II

John Tory campaigned on a platform of uniting a Toronto divided under its previous mayor.
But his proposed appointments suggest he's not interested in making friends with council's progressives any more than Rob Ford was.

EDWARD KEENAN
readers@metronews.ca

John Tory takes to the stage at the Liberty Grand after winning the Municipal Election in Toronto.
STEVE RUSSELL/TORSTAR NEWS SERVICE FILE

So: One Toronto? That was a cute idea. Sounds nice in speeches. Makes a comforting tagline to get the rubes feeling all soft 'n' fuzzy.

But when it comes to important stuff like appointing city council's executive and the chairs of the committees and agencies that will handle the city's business, new mayor John Tory wasted no time in deciding on a different governing theme. More of a LetsGetReadyToRumbleToronto kind of thing.

It's a weird choice for a guy who made "moving on from the divisiveness of the Ford years" the key plank in his election campaign, but here we are. It's hard to read Tory's slate of proposed appointments, unveiled Monday on the eve of council's first meeting, as anything other than a declaration of war against the downtown progressives who formed the opposition against Rob Ford.

Exhibit A: Tory suggests reappointing Frances Nunziata as council speaker, after a term in which she served as the constant symbol of the incompetent, truculent incivility of the Ford administration. She never missed a chance to openly insult or shout down those she disagreed with, displaying little understanding of the procedural rules she was charged with enforcing.

Further exhibits: Nine of the 13 members of Tory's executive committee, which sets council's agenda, will be people who served in that capacity under Ford. Tory's budget chief is Gary Crawford, a man whose dronelike fealty to Ford was so complete that his single newsworthy accomplishment last term was painting a portrait to hang on Mama Diane Ford's wall.

Not a single councillor from the old city of Toronto will head up a standing committee. Not a single member of the NDP has been given any position of influence.

The one token gesture to progressives is the naming of Pam McConnell from Toronto Centre-Rosedale as one of three ceremonial deputy mayors. These extraneous deputy mayors have no statutory or procedural significance.

Now, the statutory deputy mayor — the actual deputy mayor — is a different matter. Denzil Minnan-Wong will occupy that role, and seems set to be the second-most powerful member of the government, after Tory. Minnan-Wong is going to sit on the boards, in Tory's place, of both Invest Toronto and Build Toronto, as some kind of apparent development czar. He's going to sit in Tory's place on the board of Waterfront Toronto, an agency against which he's pursued a bizarre and spiteful vendetta for years. He'll head up the civic appointments committee, and head up the labour relations committee that negotiates with the city's unions.

Newly powerful Minnan-Wong is a smart conservative who has delighted in playing the moustache-twirling villain to downtown councillors for years.

After campaigning as the great uniter, Tory has named a divisive government worthy of his predecessor.

The post-election Kumbaya chorus is over. A new battle cry rises in its place. It's not the tone Tory promised. It's not the dynamic the city needs. But it appears from Tory's first action as mayor, it may be what we're going to get.

Cetaceans in captivity

Last week the Vancouver Park Board narrowly voted against a proposal to ban captive breeding at the city's aquarium.
Metro's Kristen Thompson talks to a cetaceans' rights activist and an aquarium biologist to get their opposing views

BREEDING PROGRAMS NO EXCUSE NOT TO FREE WILLY

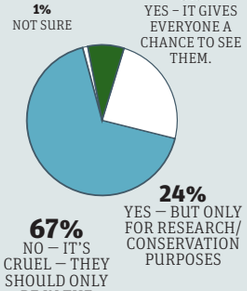
Jeremy Larivee runs an animal rights group called Ocean Voice in London, Ont., with a focus on the plight of whales and dolphins.

What oppositions do you have for keeping whales and dolphins in captivity? These are sentient beings that are highly sophisticated and have complex family structures. They range multiple miles in a day, they hunt, they play in the open ocean. Yet we have ... two or three in tanks. Exhibits don't resemble their natural habitat. They have no rocks. They get fed dead fish. They don't even get to hunt. You are taking away their basic instincts. And it's all for human entertainment.

Is there a need to keep them in captivity in some cases? If it was a true rescue. To me it (would be) bringing the animal in, rehabilitating it, and re-releasing it into the environment. If it can't (be re-released), why can't we move to a sanctuary model in the ocean where they feel the natural rhythms of the tide, the water, what it feels like to be in the ocean? Study them in their natural habitat.

People often compare places like MarineLand with aquariums. Do you think there are differences or are they equally harmful? They are both exploiting animals for human entertainment. We need to look at alternative ways to learn about these animals. You can learn more by watching a documentary or go on whale-watching tours and see these majestic animals in their natural environments.

WE ASKED:
SHOULD WHALES & DOLPHINS EVER BE KEPT IN CAPTIVITY?


1%
NOT SURE
8%
YES – IT GIVES EVERYONE A CHANCE TO SEE THEM.
24%
YES – BUT ONLY FOR RESEARCH/ CONSERVATION PURPOSES
67%
NO – IT'S CRUEL – THEY SHOULD ONLY BE IN THE OCEAN.

CLIMATE CHANGE MAKES RESEARCH CRUCIAL

Dr. John Nightingale is a biologist and the president and CEO of the Vancouver Aquarium, which describes itself as a non-profit conservation organization deeply committed to conserving aquatic life.

Why is there a need for cetaceans in captivity? The Arctic (is) being impacted by the changing climate and other human activities at an unprecedented rate ... in a part of the world with very few scientists. (Our work) has led to groundbreaking research that bridges from the aquarium to the wild. Dr. Valeria Vergara's work in the aquarium on mother and calf contact calls, which she has currently applied with wild beluga whales in Canada's Arctic, is effective because techniques and analysis were worked out at the aquarium first. This research may help save Canada's belugas as they are threatened by impending shipping traffic and related shipping noise.

What misconceptions do people opposed to cetaceans in captivity have? Each aquarium has a unique mandate. Vancouver Aquarium's (staff) have five decades of experience in cetacean care, research and rescue efforts. The decision on how to continue with Canada's cetacean research and rescue efforts should be left in the hands of Canada's experts and based on facts and science. By all measures — behaviour, stress and other medical tests, and general activity — beluga whales in our care are thriving.

metro
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She & Him swap notes

Music. Zooey Deschanel and M. Ward, a.k.a. She & Him, talk tough cover songs as the duo release their new collection, Classics

Zooey Deschanel, left, and M. Ward from She & Him. AUTUMN DEWILDE/THE FUN STAR/THE ASSOCIATED PRESS

The musical duo She & Him — that's Zooey Deschanel and M. Ward — convened a 20-piece orchestra to make Classics, a collection of songs written between 1930 and 1974.

It's an eclectic list of compositions popularized by the likes of Frank Sinatra, Herb Alpert, the Righteous Brothers and Dusty Springfield. So we thought it would be fun to talk to the artists about songs that stick out in their minds for various reasons.

A song you'd like to cover but intimidates you

Ward's choice: This Is Radio Clash by the Clash. It's one of his favourite bands, but he doesn't think it's in his vocal range. "There is a certain attitude to their music, and to the Ramones' music, that I think is untouchable," he said.

Deschanel's choice: Paris 1919 by John Cale. "I don't think I could pull it off," she said.

A song from the last 20 years or so that will someday been seen as a classic

Deschanel's choice: Open up Your Door by Richard Hawley. She also loves Hawley's Tonight the Streets Are Ours. "I'm a huge fan," she said.

Ward's choice: Kool Thing by Sonic Youth. He's moved by the guitar and contribution from Public Enemy's Chuck D. "The future of music is combining things that don't

really belong together," he said. "That's what the best artists have been doing since time began."

A song that's been unfairly trapped in its time

Ward's choice: Lovers Rock by Sade. "The record is pretty timeless, and I think she gets put in a bubble of '80s music because of Smooth Operator," he said.

Deschanel's choice: I Like It by DeBarge. "The song is really well written and versatile. I think it would actually make a great country song," she said. Honorable mention is Mariah Carey's All I Want for Christmas Is You. "I would really like to hear it without those keyboards."

The hardest song you've ever had to sing

Deschanel's choice: Sleigh Ride, written by Leroy Anderson. (The Andrews Sisters recorded the first vocal version in 1950.) "It seems like it would be simple, but it changes keys twice in the bridge so it's quite difficult," she said. "In spite of its trickiness it's worth it because it's a fantastic song."

Ward's choice: The Red and the Black by Blue Oyster Cult. He still has nightmares about the time Mike Watt invited him onstage to cover it, and it turned out to be much faster than he remembered.

Favourite song to do from the new album, Classics

Ward's choice: Oh No, Not My Baby, written by Gerry Goffin and Carole King. "It's my favourite blend of strings and brass that I've ever produced," he said. "It reminds me of some of my favourite productions by George Martin or Phil Spector — producers whose music I could listen to forever."

Deschanel's choice: Unchained Melody, written by Alex North and Hy Zaret. Recording vocals with the Chapin Sisters made it a treat. "We recorded it live with three microphones in the same room and did only one take," she said. "There's something very special about not just recording a song, but a single moment in time as well." THE ASSOCIATED PRESS

Listen to this

SOUND CHECK
Alan Cross
scene@metronews.ca

Do the Damage / Noel Gallagher's High Flying Birds

The elder Gallagher's next album won't be out until March, but we've already been granted a second look at what it might sound like. If Do the Damage is any indication of what's coming, all should be well.

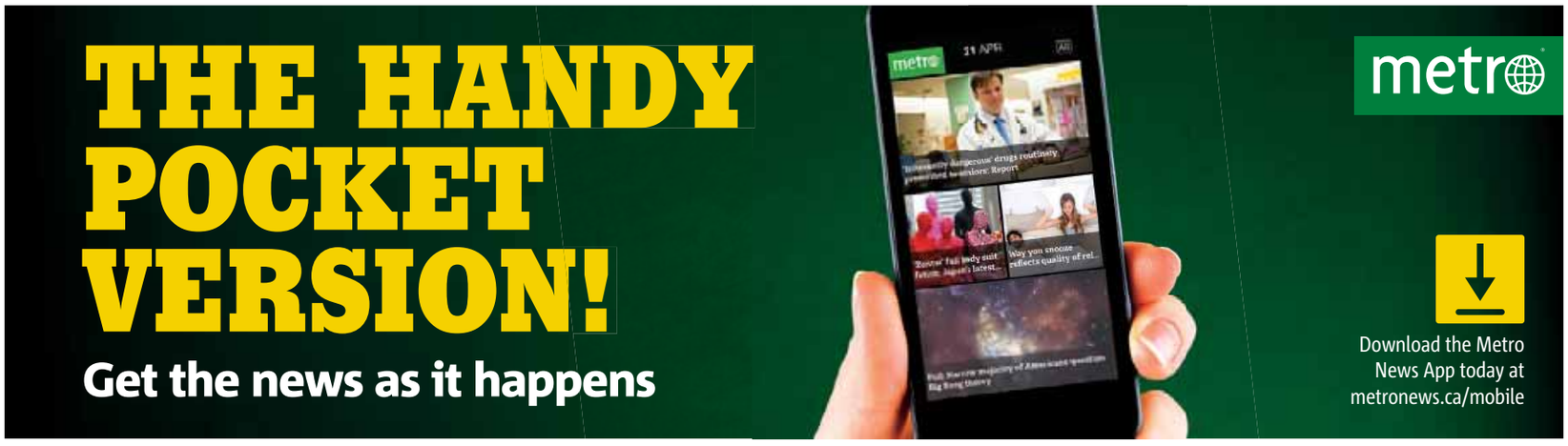
Around Again/ Phil Selway

Radiohead has just started recording their new album. Meanwhile, though, their drummer is trying to do a Dave Grohl — and damn if this isn't some fine stuff. The video is very, very pretty, too.

Knock You from Yr Mountain/ Elephant Stone

This Montreal band is now up to their third album and I've enjoyed every one. Please let The Three Poisons be their breakthrough.

SCENE2



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OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Melissa Rivers tweets on her dead mom's coat tails

NED EHRBAR
Metro in Hollywood

I've got a social media etiquette quandary for you: What's the policy for making use of a loved one's Twitter account after they've passed away? What if that person is a hugely famous comedy pioneer?

Fans of Joan Rivers got quite a shock over the U.S. holiday weekend when the comedienne starting tweeting again, three months after she passed away.

It turns out it was just her daughter, Melissa Rivers, taking over the account.

Since then, Melissa has been posting mostly about trips to the theatre with her son, Cooper, and the same tweets have been duplicating to her own account.

But here's the thing: Joan's Twitter account has 2.2 million followers, while Melissa's has just 231,000.

She does know you can change the display name, right? And the photo? It won't even affect the follower count, if that's what she's worried about.

You don't have to make it look like Joan Rivers is tweeting from beyond the grave.

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John Boyega ALL PHOTOS GETTY IMAGES

Boyega's trooper uniform in new Star Wars trailer sparks a storm of racism

The first face to pop up in the new Star Wars trailer was that of British actor John Boyega, apparently donning an Imperial Stormtrooper uniform.

Granted, we know basically nothing about the plot of the new film, or what his character is doing dressed like that, but some people already have a problem with it. Racist people, mostly.

Well, Boyega is taking the high road, if cheekily. He posted a thank you to the massive outpouring of fan support so far and, at the end, tossed in a pitch-perfect, "To whom it may concern … Get used to it."

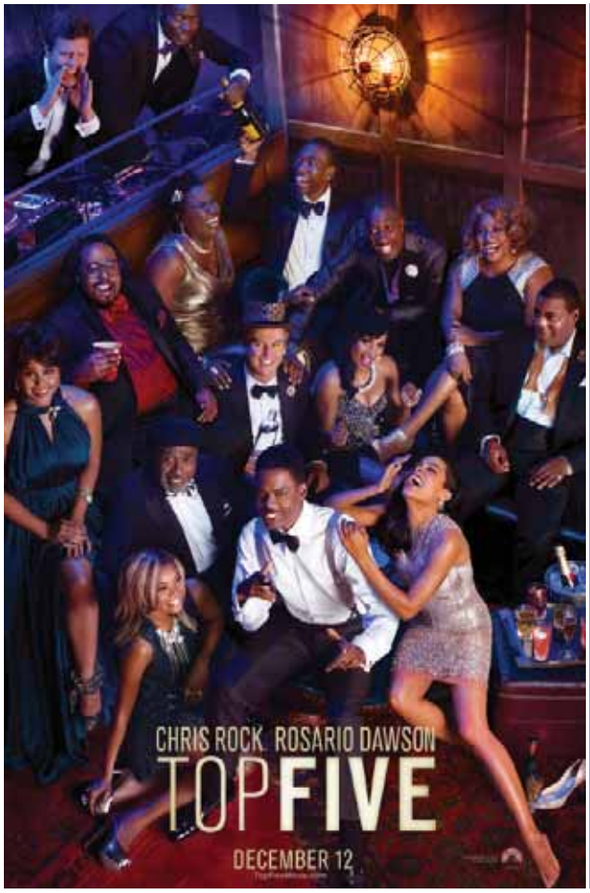
Fan rolls the dice on ball droid

Speaking of Star Wars, think your response to the first teaser for The Force Awakens was big? Well, time to raise your fanboy game, because this guy has everyone beat.

Barely two days after the trailer hit the Internet, 22-year-old Arizona Instagram user Jordan Breckon went out and got the new ball droid featured in the clip tattooed on his leg. Now that's dedication.

Here's hoping the robo-character turns out to be important to the story.

Star Wars ball droid



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It is important to always remember that what you see online is a mere snapshot of someone else's life. ISTOCK

Jessica Johnson, 29, had a love-hate relationship with social media — she loved connecting with people but often ended up feeling bad about her own life.

"Selfies are fun until you start over analyzing your looks," she says.

"Facebook is fun until you see amazing things happening for friends that aren't happening for you. It's easy to measure yourself based on Instagram likes and Twitter followers, too.

"When you really think about it, it doesn't make sense. But in the moment, it really affects you."

Johnson is among roughly 73 per cent of adults online who use a social-networking site of some kind, according to Pew Research Centre's 2013 Social Media Update Project.

And while these sites have become ingrained in our society, their effects on emotional wellness are often overlooked.

According to a range of studies, the negatives can outweigh the positives.

Sweden's University of Gothenburg examined the link between Facebook usage and self-esteem, and their findings revealed strong negative correlations between the two.

As participants' Facebook interactions increased, their self-esteem decreased.

A study at Western Illinois University, meanwhile, addressed the connection between social media and narcissistic behaviours. Study results confirmed that Facebook provides the perfect environment for narcissists, who have "a pervasive pattern of grandiosity, need for admiration and an exaggerated sense of self-importance."

"What people choose to present about their lives online — or anywhere, really — is not the full picture of their existence," say clinical therapists Corrine Carter and Melissa Kroonenberg of New Roots Therapy in Whitby, Ont.

"Thus, when we compare ourselves to others' lives online, we end up comparing the full scope of our experience with only a segment of others."

Carter and Kroonenberg, who often deal with clients who are experiencing emotional issues due to social media problems, also urge people to connect with the deeper meanings behind their reactions on social media.

They say investigating why social media makes you feel the way it does can reveal a lot about your emotional well-being.

"If you can connect with the underlying meaning of the situation, you can use that to take action and move toward what's important to you, rather than focusing on the self-judgment itself, which diminishes your worth," add Carter and Kroonenberg.

Johnson says it took her time to balance her emotional health with being an avid social media user.

"I started getting motivated by others' good news on Facebook instead of being jealous. It feels great to have accomplishments of my own to share. And when it really gets to be too much, I take a break altogether.

"Social media really shouldn't affect your self-esteem as much as it does. But if it's going to, I want it to be in a positive way."

Healthy Likes

Therapists at New Roots Therapy in Whitby, Ont., offer tips for maintaining healthy social media intake.

- **Don't compare.** Even if we could compare ourselves to the full picture of someone else's life, the comparison leads to a sense that our self-worth is conditional, and is tied to external factors. This leaves us with less control over our own experience.
- **Take a hint.** Instead of letting self-judgment take over, use it as a cue that something in the situation is connected to your underlying values and be curious about what those underlying pieces are.
- **Motive.** Ask yourself, "What do I want to get out of using social media?" By getting clear on your goals, you'll be better able to determine when social media exposure may be impacting your stress levels and self-esteem.

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Recent 'Duh!' moments in science

Didn't we know that? These recent discoveries are kind of stating the obvious

EVA KIS
Metro In New York City

People who spend more time cooking seem to be more likely to consume fruits and vegetables. ISTOCK

Scientists do vital work but sometimes, it seems like they could stand to step outside of the lab and look around.

Time is necessary to eat well

People who spend more time preparing and cooking meals are more likely to have healthier diets, says a new study, while those who spent the least time on food preparation also spent the most money on food away from home and were more likely to eat at fast food restaurants.

"We've known for a long time that cooking and being able to prepare your own food is associated with eating a healthier diet ... but there actually isn't much research in the area," Pablo Monsivais said.

Monsivais and his team, from the Centre for Diet and Activity Research at the University of Cambridge, used survey information from 1,319 participants in the Seattle Obesity Study, conducted from 2008 to 2009.

People who spent the most time cooking meals consumed at least eight servings of fruit and 13 servings of vegetables per week, the authors found. Those who spent the least amount of time preparing meals ate on average six servings of fruit and just under 11 servings of vegetables per week.

You're more likely to try again if you feel responsible for failing

If at first you don't succeed, and you think you can control the outcome, you're more likely to persist, suggests a new study.

Using brain scans, researchers found different brain areas activated in response to a setback if the failure was perceived as something under the person's control versus a random or uncontrollable cause, and blaming oneself led to greater persistence.

What distinguished this study from similar research since the 1970s is the discovery that different areas of the brain respond to a setback depending on where blame seems to lie. That result suggests that a sense of control or lack of it leads to calculations about whether to try again through two different types of thought processes, the researchers concluded.

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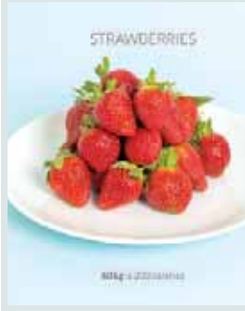
Kris Abel
@RealKrisAbel
scene@metronews.ca

Counting calories is tricky. This photo guide will help you spot 200 calories, a good serving size, at a glance across a common assortment of fruits, vegetables, sweets and meats.



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Finding success in art by thinking like a CEO

Career. One non-profit wants to help artists and performers navigate the world of business

LAKSHMI GANDHI
Metro in New York City

If there's one thing that Adam Huttler wants the world to know, it's this: There's no reason to glamorize the concept of a starving artist.

"There's sort of this romantic halo to this self-marketed artist who only knows art, but it's not doing them any good and it's not doing anybody any good," says Huttler, founder and executive director of Fractured Atlas, a tech company that provides support to working artists.

Micheline Heal, a dancer and choreographer living in New York, agrees. Heal says that when she started performing professionally she knew little about the business aspects of the dance world.

"When I first started I was advised by an accountant, 'You really need to start separating personal finance from your company financing and oh, by the way, you can accept non-profit donations,'" and I was like, 'What?'" Heal recalls.

While doing research, she discovered Fractured Atlas' online resources and says they have helped her get her career off of the ground.

"I think what's really worked for me is asking a lot of 'dumb' questions and try to get as much advice as you can on every single business aspect, because unless you have a business background, you really aren't going to know," Heal continues. We sat down with Huttler to talk about Fractured Atlas and the things that every working artist should keep in mind as they build their careers.

Let's get real

"There's sort of this romantic halo to this self-marketed artist who only knows art, but it's not doing them any good and it's not doing anybody any good."

Adam Huttler, founder and executive director of Fractured Atlas

Adam Huttler LINKEDIN.COM

Perhaps it's time to paint yourself with the brush of a business person as well as a that of a budding artist. ISTOCK

How important is it for an artist to think like an entrepreneur?
It's hugely important. Artists — whether they like it or not — are small businesses. Usually, they go to school where they focus on craft, more or less exclusively — and obviously you've got to have the talent. But then they find themselves out in the world and realize "Wow, I need to know about fundraising, I need to know about marketing, I need to know how to make a budget."

What are some of the more common questions that younger artists have when they come to you?
It's all over the map. I think that a lot of people just don't know where to get started and they might have some vague sense of what they need. They'll come to us wanting help with a grant proposal and in the process of helping with that grant proposal there's a lot of technical assistance and coaching that happens along the way.

And can you tell us about the Arts Entrepreneurship Awards that you are currently collecting nominations for?
It's our second year doing the awards. We've always been an entrepreneurial organization ourselves, we've always been launching new initiatives. So we've been championing this, but this is the first time we've been able to plant a flag and say, 'This is entrepreneurship and this is what we want to see more of in the field.'

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For many internationally educated professionals, moving to Canada can be a smart business and personal decision.

But once in Canada, it can be difficult for these professionals to gain traction in the business world, either because of lack of networks, or lack of Canadian credentials.

Getting involved with Canadian and internationally educated peers in the University of Toronto school of continuing studies is proving to be a constructive answer.

"Canada depends on immigration to sustain and grow its talent pool and its economy, and we have moved from an open-door immigration policy to the strategic recruitment of needed business and professional expertise," says Phil Schalm, associate director, University of Toronto school of continuing studies. "Hence, in the past couple of decades, there has been a transformation in the education and experience brought by immigrating adults, many of whom have earned multiple post-secondary credentials that are fully comparable to Canadian degrees and diplomas."

Schalm says these individuals may not need another degree, but usually do need Canada-specific knowledge and skills, and a Canadian professional certification as a Canadian overlay to their substantial body of education and experience.

"That is where the agility and responsiveness of the school's business and professional programming shines — it offers an efficient and relatively inexpensive route to success."

Often, in a year or less, but depending on the area of interest, the school's clients can earn a certificate from Canada's leading university and complete the educational programming required to earn a professional certification in their area of specialization.

Increasingly, with the growth in online education, some or all of this academic work can be undertaken even before the individual lands in Canada.

Students build valuable professional networks with fellow students and instructors in both in-class and online programs.

For more information about the school of continuing studies, visit learn.utoronto.ca.

HELPING YOU NAVIGATE THE NUANCES OF CANADIAN WORKPLACE CULTURE

In several parts of the world, it is a sign of respect and attentiveness to cross your arms while you are listening to someone speak. But it is viewed rather differently in Canada.

The Canadian workplace culture and communication (CWCC) course offered through the University of Toronto school of continuing studies helps internationally educated professionals navigate the minefield that is communication in the workplace.

"CWCC is about the little things you 'never knew you never knew' about communicating in and successfully navigating the professional Canadian workplace," says Min Eng, co-ordinator, ELP professional communication programs.

This course covers a range of topics, from making pleasantries and the quintessential small talk, to giving feedback and avoiding conflict. CWCC builds skills to connect with people and build collegial and productive working relationships with their colleagues and superiors, all contributing to a higher level of job satisfaction.

The course is 10 weeks long consisting of one three-hour class each week.

For more information about this course, visit learn.utoronto.ca.

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GAIN CRITICAL UNDERSTANDING

SHERIDAN COLLEGE DEGREE PROGRAMS

CONTRIBUTED

This winter, Sheridan College will offer its first January intake for the bachelor of applied information sciences (information systems security) degree program.

While the program has been offered at Sheridan for 11 years, the demand was deemed great enough to offer the winter intake.

"This is, even after 11 years of its existence, the only such undergraduate program in Canada and is very reputable in industry, and is very attractive and interesting in its content and goals," says Victor Ralevich, professor, program co-ordinator of the bachelor of applied information sciences (information systems security) program at Sheridan College. "Graduates from this program are fully employed and progress very fast in their careers and positions in industry."

The bachelor of applied information sciences (information systems security) degree program is a four-year baccalaureate program, which includes an eight-month paid co-op placement in information systems security domain between years three and four of the program.

"This program provides students with a critical understanding of the complex and integrated information and communication technology (ICT) security issues in today's workplace," Ralevich says. "Its curriculum also includes a series of fundamental computer science related courses as needed for deeper understanding of complexity of IS security issues."

Ralevich says the curriculum develops industry-ready professionals with a strong, applied, technical expertise in operating systems/architecture, programming, mathematics, networking and database and other computer science/engineering related disciplines.

They have a good understanding of resource and infrastructure protection, the ability to take action, to develop and implement policy, and to administer and audit security systems.

Students will cover a wide spectrum of IS security related disciplines and skills, including: IS security threats and risk assessment; IS forensics and investigation; IS intrusion detection and prevention; IS security auditing; secure software development; malicious code: Design and defence; information age ethics; ethical hacking; cryptology (introduction and advanced); database security; and network security.

Sheridan College's bachelor of applied information science (information systems security) received the gold medal program excellence award from the Association of Canadian Community Colleges in May.

The next start date for this program is in January.

For more, visit sheridancollege.ca.

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Hone your PR skills at Humber College

In today's competitive public relations industry, many employers are looking to hire new graduates who possess a public relations degree, as opposed to a diploma or certificate.

With that in mind, four years ago, Humber College introduced a four-year, eight-semester bachelor of public relations degree program at the school of media studies and information technology at the Lakeshore campus. The first cohort of students will graduate in 2015.

"Students get an ideal mix of practical, hands-on experience and a solid academic foundation and theory, which is very exciting," says program co-ordinator Anne Marie Males, who teaches an introduction to PR course to first-year students and a crisis communications course to third-year students.

A major emphasis is placed on honing writing skills, with five writing courses over the four years. The program prepares students for a career in a variety of sectors, including corporate, non-profit, government, consumer and agency. They will learn about: Brand management; marketing communications; media, investor and government relations; social and digital media; international PR; and corporate philanthropy programs.

SHUTTERSTOCK

During the summer of their third year, students will take part in a 14-week mandatory work term, which will provide opportunities to develop and practise a broad range of skills. The work term is paid in some form, either by an hourly rate, an honorarium or a stipend.

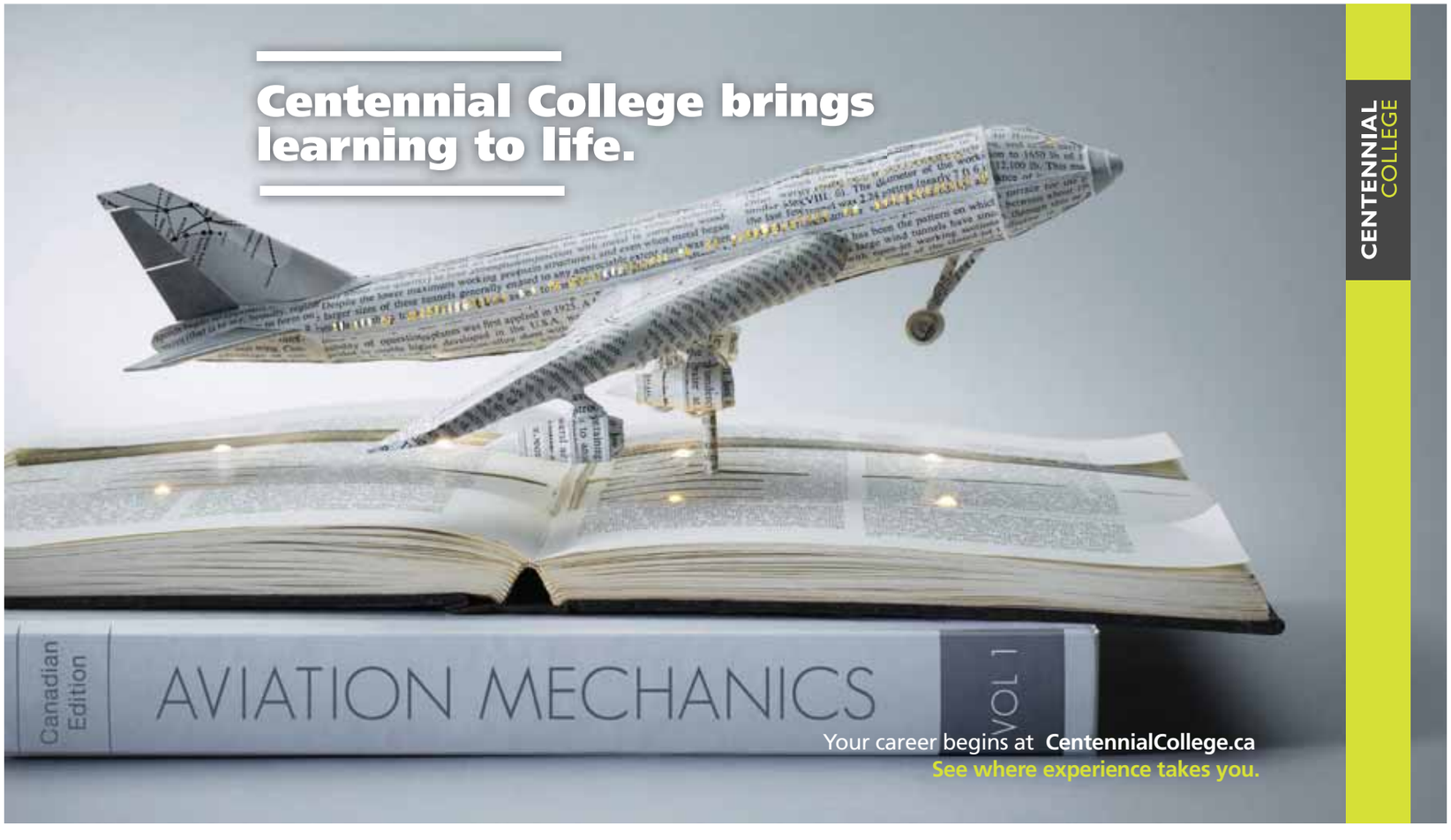
INDUSTRY CONNECTIONS

Humber's bachelor of public relations degree students will have access to networking, mentoring, and career and professional development from two key industry associations — the Canadian Public Relations Society, and the International Association of Business Communicators. In addition, a program advisory committee consisting of 12 active PR professionals regularly reviews and critiques the curriculum.

All of the instructors have either had successful careers in the public relations industry or are still working or consulting.

"They bring their real-world experience to the classroom," Males says.

One of the advantages of earning a PR degree is that students can go on to earn a master's degree at some point. But even just armed with a bachelor's degree, students should feel well-prepared to land their first job. "Humber has a great track record for students finding employment after graduation," Males says.



Centennial College architectural technology second-year students Jessica Han and Eddy Sun designed this low-rise commercial centre. CONTRIBUTED

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With a number of options in the architectural technician/technology programs at Centennial College, all of them prepare students to work in a wide range of careers in the building industry.

Centennial offers a two-year architectural technician program and a three-year architectural technology program.

"The regular architectural technician and technology programs are a good fit for high school graduates with a strong interest in areas such as design, construction, the environment, and energy conservation," says Patrick Kusmider, professor and program co-ordinator, architectural technology program.

"We strongly encourage all students in the regular program to enrol in and complete the full three-year program, rather than just the two-year program, because the extra year of study will greatly increase their career opportunities."

Centennial also offers an architectural technology fast-track program, as well as co-op options within the regular and fast-track architectural technology programs.

NATIONAL ACCREDITATION

Both the architectural technician and architectural technology programs have achieved national accreditation status with the Canadian Technology Accreditation Board (CTAB).
The program faculty members all have advanced degrees, licenses and/or credentials in architecture, engineering, and green building, and many are current industry practitioners.

Kusmider says the architectural technology two-year, fast-track program is well-suited to internationally-trained architects who intend to work in Canada.

"For students who do the co-op option, it is a great opportunity to gain up to 12 months of real-life work experience while they are completing their program (or up to eight months for fast-track students)," Kusmider says. "These co-op placements can often lead directly to being hired full time by the same employer right after graduation."

Once completed, many architectural technologist graduates work for licensed architects in architectural firms, as designers for the homebuilding industry, some in large offices, and others in their own small businesses.

This program strongly emphasizes "green" building, or sustainable design and construction practices. Students learn about a wide variety of strategies to design and construct buildings that are more energy-efficient, use less water, contain healthier materials, and cause less damage to the environment.

The program follows a project-based approach.

For more information, visit centennialcollege.ca.

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Mahbub Hasan CONTRIBUTED

OPENING DOORS OF OPPORTUNITY

Coming from Bangladesh in 2010, Mahbub Hasan was an international development worker and lifelong learner.

Once in Canada, his aim was to continue his learning in social work by attending schools and working in the non-profit sector.

"University of Toronto school of continuing studies had a wide range of courses and programs that met my immediate learning goals, especially in business communications, effective negotiations and project management," Hasan says. "I consider these skills are very essential for working in the social work field with impact."

Hasan enrolled in the University of Toronto school of continuing studies to obtain the business communications and project management certificates to enhance his skills and build confidence.

Since completing his studies, he now adds the title of project co-ordination (outreach and communications), licensing international engineers into the profession (LIEP) program at the University of Toronto school of continuing studies, along with being a part-time member of the Centennial College faculty in the social service worker program.

"I want to be a change agent," Hasan says. "I am so happy that I have been working in this field since 1998. I am able to continue my career in Canada due to continuing my education and training."

And to help others make this transition, Hasan is pleased to work with the LIEP program and to support immigrant engineers.

LIEP is a great example of a bridging program that empowers participants to overcome barriers to be employed as an engineer.

"I am also committed to sharing my international experience to support people in need in Canada and across the globe," Hasan says. "Although, initially it was not easy for me to start working in Canada. But my education at the University of Toronto gradually has opened the door of opportunities."

The knowledge and experience to succeed

Alysia Harji knew she wanted a career in marketing at age 14. For the recent graduate of Seneca's business administration-marketing advanced diploma program, it was clear early on that the path to her goal would first go through Seneca.

"I knew that Seneca would give me the hands-on experience employers were looking for," Harji says. "Seneca teaches you the important practical skills you need, not just the theory, but how to apply it."

Unlike Harji, who had a plan early on, Andor Salga had always found learning to be a challenge.

Having dropped out of high school, he eventually enrolled as a mature student in Seneca's computer programming and analysis advanced diploma program where he found a new love of learning.

"It was like I was leaving the old me behind," Salga says.

While at Seneca, Salga worked on several prominent research projects in the Centre for the Development of Open Technology. He went on to graduate from Seneca's software development degree program.

"My passion has always been to become a game developer," Salga says.

"Seneca gave me the foundation I needed to land a job in my dream industry."

With quality programs, excellent professors and flexible learning opportunities, Seneca challenges students and provides them with the knowledge, experience and confidence to succeed.

For more, visit becauseitmatters.ca.

Alysia Harji CONTRIBUTED

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ADVERTISING FEATURE

Every student counts at Collège Boréal

Maria Mapima came to Canada on April 8, 2013, at the age of 18. Here is her story.

At the beginning, I missed my country a lot, the Democratic Republic of Congo. I was staying alone, locked in my room; I was not comfortable and I missed my friends terribly.

At the end of my 12th grade, I thought I would take a year off to take a break from the stress of high school and immigration in a new city to think about the next step in my life, what career to choose. I was so confused; I did not know where to start. I felt lost in the Canadian education system.

Because of this difficult period, my grades were not as good as usual. So I decided to do a preparatory year to improve my grades and have more career choices in terms of options at college and university levels.

I enrolled in the preparatory health sciences program of Collège Boréal. I was very scared; I thought it was going to be very difficult and I could not succeed. The teachers helped me regain confidence in myself. Their support is invaluable. Since this is a small group of students, I feel comfortable communicating in class.

Maria Mapima CONTRIBUTED

In addition, through the activities organized by the student association of Collège Boréal, I have met many new friends.

My stay at Collège Boréal enabled me to identify my career; I want to be a dietitian. Now I'm not afraid; I have confidence in the future.

"At Boréal, every student counts," says Sylvie Beauvais, associate vice-president at Collège Boréal, Toronto campus.

"We contribute to the development of Franco-Toronto history one student at a time."

Even a simple marinade elevates chicken

One Step Marinated Chicken Breasts. Here is a way to ensure this often-dry piece of meat remains juicy

NUTRI-BITES
Theresa Albert
DHN, RNCP
myfriendinfood.com

This recipe serves four. THERESA ALBERT

Does antibiotic-free, dipped in breading, deep-fried, sandwiched in 100 or so calories of white sugar, white flour bread and spread with 50 or so calories of mayo beat plain old Canadian chicken?

Fast food needs to be a sometimes solution and deep-fried has gotta go.

The more often you choose single, recognizable ingredients the better off you are. It is that simple.

It is true that antibiotics are used as approved by Health Canada and the Canadian Food Inspection Agency.

Chicks are weaned off feed containing antibiotics to be sure that there are no residues by the time they hit the store shelves.

Organic chickens are fed organic feed without antibiotics unless there is an illness and then those chickens are separated from the group.

Unless and until we are all raising our own poultry or have access to a farmer who does, you have to choose the best you can in each eating situation.

Whatever chicken you buy, keep these tips in mind:

• Buy a whole chicken to get the best price per pound (cutting into pieces incurs labour).

• Save time and money by purchasing a whole chicken, cut it up and prep the pieces into easy dishes and then freeze or refrigerate until ready to cook.

• You'll find more fat and calories in legs, but also more iron.

• Bones and fat add flavour; buying cuts without them adds cost.

• Chicken cooked with the skin on stays more moist and isn't higher in calories. You still have to toss the skin but use it during cooking to keep your chicken moist.

There's a reason chicken is the No. 1 protein in Canada: it's affordable, loaded with protein, and delicious no matter what cuisine you are into at the moment.

One Step Marinated Chicken Breasts

1. Place 4 breasts in freezer bag and add marinade of your choice (Za'atar spice mix and lemon is one suggestion), reserving 1/2 lemon. Freeze. Thaw before continuing.

2. Empty into a baking dish and microwave for 10 minutes to partially cook and speed the process. Bake at 350 F for 25-30 minutes.

3. Squeeze 1/2 lemon over chicken and sprinkle with sea salt. THERESA ALBERT IS A FOOD COMMUNICATIONS SPECIALIST AND TORONTO PERSONAL NUTRITIONIST. SHE IS @THERESAALBERT ON TWITTER AND FOUND DAILY AT MYFRIENDINFOOD.COM

Ingredients

- 4 chicken breasts
- 1 tbsp Za'atar spice mix
- 1 lemon, divided into 2
- 2 tbsp grapeseed oil
- 1 tsp garlic powder
- Pinch sea salt

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Rams players Stedman Bailey, from left, Tavon Austin, Jared Cook, Chris Givens and Kenny Britt raise their arms in awareness of the events in Ferguson, Mo., prior to Sunday's game against the Raiders in St. Louis. L.G. PATTERSON/THE ASSOCIATED PRESS

Rams further divide with hands-up pose

Making a statement. Demonstration by football players upsets police association

Pushing for change

"There has to be a change that starts with the people that are most influential around the world."
Rams tight end Jared Cook

Five St. Louis Rams players entered the football field with their hands raised. A day later, people walked out of work or school showing the same gesture of solidarity with Ferguson protesters.

The pose has come to symbolize a movement, even though witnesses offered conflicting accounts of whether 18-year-old Michael Brown had his hands up in surrender when he was killed by Ferguson officer Darren Wilson in August.

The St. Louis Police Officers Association said the display by Rams players Tavon Austin, Kenny Britt, Stedman Bailey, Jared Cook and Chris Givens was "tasteless, offensive and inflammatory."

In Springfield, Mo., Rodney Shetler, watched the players' action from his home. He said the move was "in pretty poor taste" and was divisive and disrespectful to law enforcement.

"It's a gesture proven by the grand jury not to be appropriate or accurate," said Shetler, the 44-year-old owner of a copying and printing business.

A similar episode unfolded more than four decades ago at the 1968 Olympics in Mexico City.

John Carlos, the American 200-metre bronze medallist, set off a political firestorm on the medal stand when he and teammate Tommie Smith gave the black power salute. He stood by the Rams players.

"If they choose to come out and raise their hands in support of whatever their emotions are, they have the right to do that," Carlos told The Associated Press. "I don't think the whole story has been told about the Michael Brown tragedy, and the pros and cons on both sides. They can just go by their emotions. I don't think anyone got injured or shot by expressing emotions."

THE ASSOCIATED PRESS

NBA

Casey named coach of the month in East

Toronto Raptors coach Dwane Casey was named NBA Eastern Conference coach of the month on Monday.

He guided the Raptors to a 13-4 record in November. Toronto posted six straight wins from Nov. 15 to 26 and reached the top spot in the conference standings for the first time in 10 years.

Casey is the first coach in team history to win the award on two occasions. He also earned the honour in December 2013.

David Joerger of the Memphis Grizzlies was named Western Conference coach of the month.

Casey joined the Raptors as head coach in June 2011.

THE CANADIAN PRESS

World juniors

McDavid, Fucale headline invitees for Canada camp

Star forward Connor McDavid and six other players from last year's tournament headed a group of 29 invited to Canada's camp for the world junior championship.

Goalie Zach Fucale, defencemen Chris Bigras and Josh Morrissey and forwards Frederik Gauthier, Nic Petan and San Reinhart were also invited to the selection camp set to begin Dec. 11 in Toronto.

The world junior tournament starts Dec. 26 in Montreal and Toronto. McDavid broke his hand in a fight on Nov. 12 and is expected to return for the event. THE CANADIAN PRESS

Lawrie eager to turf injury woes with Athletics

Brett Lawrie played in just 70 games for the Blue Jays this past season.
STEVE RUSSELL/TORSTAR NEWS SERVICE

More than worrying about the daunting task of trying to replace all-star Josh Donaldson or dwelling on the shock of being traded from Toronto, Brett Lawrie is embracing the idea of staying healthy as he joins the Oakland Athletics.

Bidding farewell to the Blue Jays' unforgiving turf field could be a big benefit for his body moving forward, too.

"(It) treats my body kind of silly and throws it off," he said.

Oakland's new third baseman was acquired in a trade from Toronto on Friday night that sent Donaldson to the Blue Jays. Also coming to the A's in the deal were left-hander Sean Nolin, right-hander Kendall Graveman and minor-league shortstop Franklin Barreto.

Down low on the DL

Lawrie didn't play after Aug. 5, following a left oblique strain he suffered in his return after being sidelined for more than a month with a broken right index finger.

"I was kind of at a loss for words, to be honest with you. I didn't really know what to say, it happened so fast," Lawrie said. "It's almost like I was dreaming."

Lawrie wants nothing more than to stay on the field, and figures if that happens the rest will take care of itself. He acknowledges he's had his share of bad luck, and playing on turf didn't do him any favours as a player who is constantly moving and cutting.

"Give me 550 at-bats in a row. These are things I haven't had yet in the big leagues," he said. THE ASSOCIATED PRESS

Leafs' Smith keeps nose to grindstone

NHL. Fourth-line centre filling in and fitting in just fine in Toronto

On most days, Trevor Smith can walk into the Leafs' post-game dressing room, drop out of his game gear, and head to the showers without so much as a nod from the usual media hordes on hand.

Smith is one of the very few Leafs who can, as they say, stay "under the radar." He remains the quiet, polite one who just does his job.

"I'm just trying to give everything I have all the time," said Smith, 29, who went unnoticed in the NHL draft and began his NHL career as a free agent signing with the Islanders in 2007.

"Playing on the fourth line or on the penalty kill, just trying to block shots and keep the puck out of our net."

At the moment, Smith's tenure with the Leafs may hinge on Brandon Kozun's status. Kozun, who has been fighting an ankle injury, was sent to the Marlies for a conditioning stint over the weekend.

Leafs centre Trevor Smith tips a puck at practice on Monday.
TORSTAR NEWS SERVICE

There is no timetable for how long the Leafs will keep Kozun in the AHL; the maximum protocol there is a five game window, after which Kozun will require waivers if the Leafs decide to keep him with the Marlies.

Smith is a graduate of the excellent 2012 Marlies team that made the Calder Cup final that sent several players — the Leafs' Richard Panik for one — and coach Jon Cooper to the NHL.

So far, Smith has no goals in his nine games with the Leafs, but he's remained at the NHL level while other call ups are sent back; his next hurdle will be the Leafs decision on Kozun, and so far, he's making that decision very tough.
TORSTAR NEWS SERVICE

Questionable Ks

Leo Komarov is questionable for the Leafs' game against Dallas Tuesday night, and Phil Kessel left practice Monday with lower body soreness.

- Kessel is expected to be available for the Stars, but Komarov is being monitored after taking a hit to the head from Alex Ovechkin Saturday night.

Hall of fame hopeful

"No doubt about it. But you're asking the wrong guy. I'm not going to cut myself short."

Carlos Delgado on his chances of making the hall of fame. He was named to the 2015 ballot in his first year of eligibility. The Jays' franchise leader in most offensive categories is among 17 new candidates in Cooperstown's always-contentious election.

World Cup

Olympic clash a concern for Bach

IOC president Thomas Bach says he's convinced FIFA will keep its pledge to prevent the 2022 World Cup from clashing with that year's Winter Olympics, as soccer's governing body considers whether to move the tournament to January-February to avoid Qatar's summer heat.
THE ASSOCIATED PRESS

Player of the year

'Keeper Neuer left standing with Messi, Ronaldo

The goalkeeper who won the World Cup will be challenging Cristiano Ronaldo and Lionel Messi for the Ballon d'Or.

Manuel Neuer of Germany is the first goalkeeper to make the Ballon d'Or top three, named Monday, since 2006. THE ASSOCIATED PRESS

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→ See the full instructions on Metro's Voices page.

Horoscopes by Sally Brompton

♈ Aries
March 21 - April 20
You can't solve a personal problem until you admit it exists. However, you will discover the solution is easy. It was there all the time but you did not let yourself see it.

♉ Taurus
April 21 - May 21
You cannot be on good terms with everyone all of the time — even a good-natured Taurus will fall out with friends and loved ones once in a while. But it's no big deal.

♊ Gemini
May 22 - June 21
You will need to be tough, maybe even ruthless, to protect your interests against those who would like to see you fail.

♋ Cancer
June 22 - July 23
You will be called upon to make a daring decision that only you can get away with. You have a wealth of good ideas but do you have the drive and the determination to do something with them?

♌ Leo
July 24 - Aug. 23
You don't have to be nice if you feel someone is trying to hustle you. The best way to protect yourself is to go on the attack!

♍ Virgo
Aug. 24 - Sept. 23
The planets urge you to focus not on the things you want but on the things you need — and yes, they are different.

♎ Libra
Sept. 24 - Oct. 23
You may be wondering if you would be better off in a different place with a different group of people. Maybe you would, but don't make any hasty decisions.

♏ Scorpio
Oct. 24 - Nov. 22
There is no point throwing yourself at something you simply don't enjoy doing. The planets indicate it may be time for a change — and a big change at that.

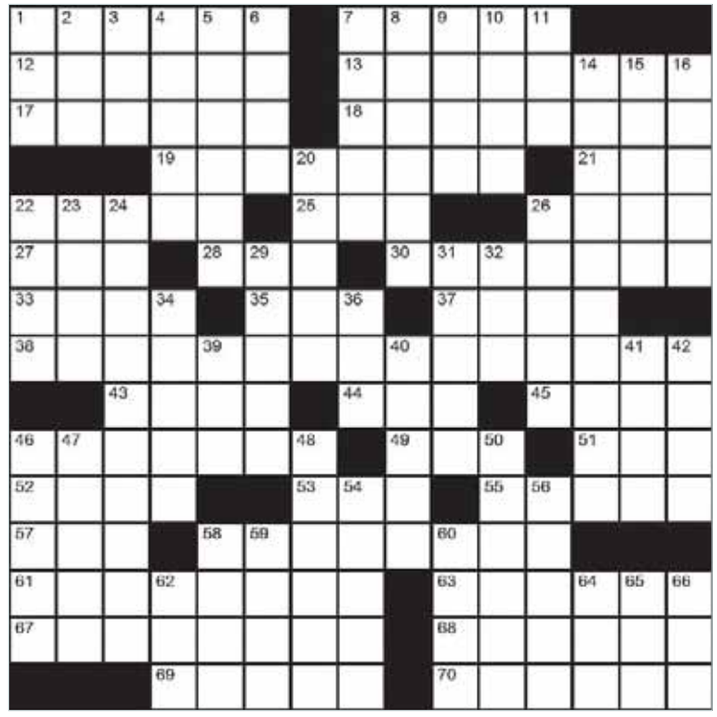
♐ Sagittarius
Nov. 23 - Dec. 21
You may have good reason to be annoyed with a certain individual but is it worth the effort and the anguish? Probably not.

♑ Capricorn
Dec. 22 - Jan. 20
The task you have set yourself may be tough but you will find success. Nothing and no one can beat you, so long as you remember that challenge and opportunity are two sides of the same coin.

♒ Aquarius
Jan. 21 - Feb. 19
You will have to make a choice between two equally desirable things today — and, no, you cannot have both.

♓ Pisces
Feb. 20 - March 20
The Sun in Sagittarius has a tendency to make you fret about your career but there is no need. Whatever changes happen will be good for you.

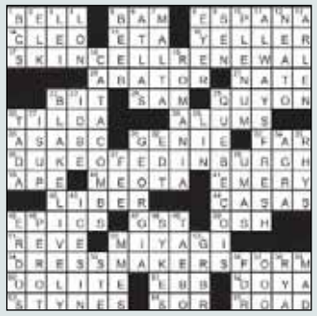
Crossword: Canada Across and Down by Kelly Ann Buchanan



Across
1. Newfoundland dish, Fish and __
7. Byes, in Italy
12. Like the kids in Canuck comedy "Meatballs" (1979): 2 wds.
13. Dolores __ (Teacher at Hogwarts)
17. Establishment for pampering Fido: 2 wds.
18. The four largest satellites of Jupiter
19. __ Playhouse (Theatre in Winnipeg since 1914)
21. "To __ is human."
22. Female fortune-teller of ancient times
25. French season
26. High hairstyle
27. Restaurant chain, _._._. Friday's
28. 'A' in ETA, briefly
30. Make the knife more cut-worthy
33. Golden gymnast Ms. Korbut
35. Hesitant sounds
37. Vase's handle
38. Planned attention-getting events: 2 wds.
43. Fats Domino hit: "__ That a Shame"
44. Ms. Benatar
45. Indisputable
46. Type of sleeveless shirt: 2 wds.
49. Calgary International Airport code
51. New Zealand parrot
52. Needs manners
53. Kanga creator's monogram
55. Moulding styles
57. Pique
58. Pattie __, Justin Bieber's mom
61. Theatre Passe __, in Toronto
63. Gain
67. Contagious disease in early Canadian history
68. CTV crime drama
69. City in Iraq
70. Noisily napped

Down
1. Cartoon punch sound!
2. Traveller's li'l way
3. 'Outer'-meaning prefix
4. Like a nest-living stinging bug
5. Antelope of Africa
6. Traverse
7. Bandleader Xavier
8. Pictures
9. Fit
10. "..._____ it Memorex?"
11. __ vous plait (Please, in French)
14. Natural gas project off Nova Scotia's coast: 2 wds.
15. Avant-__
16. Company in 2001 headlines
20. Country songstress Ms. Clark
22. Halt
23. 'Snow house' in Inuktitut
24. 1930s and 1940s in music history: 3 wds.
26. Bear, in Latin
29. Right-hand page
31. Impulsive
32. Emmet
34. Comparable
36. "Vasoline" rock gr.
39. Percentage on a chg. card
40. "I've succeeded!": 2 wds.
41. Squirrel's spot
42. Tasman and Sargasso
46. Clips
47. Gold, in Latin
48. Paleness
50. T-Shirt material
54. Singer/pianist, __ Ray Joel
56. Spanky & Our Gang's "Like to __ __ Know You"
58. Ben Mulroney's mom
59. Swiss peaks
60. Highland hats
62. Western prov.
64. Televise
65. 'Impress' suffix
66. "The Simpsons" character Mr. Flanders

Yesterday's Crossword



Online

See today's answers at metronews.ca/answers

Conceptis Sudoku by Dave Green

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

Yesterday's Sudoku

4	5	9	6	7	3	8	2	1
8	3	2	1	9	5	6	4	7
7	6	1	8	2	4	5	9	3
6	2	3	5	8	9	1	7	4
5	8	4	2	1	7	3	6	9
9	1	7	3	4	6	2	5	8
1	9	8	7	5	2	4	3	6
3	4	5	9	6	8	7	1	2
2	7	6	4	3	1	9	8	5

			9	1	4			
		9				6		
	5			3			2	
4								9
2		6	1	8	5	7		3
5								2
	6			5			3	
		2				4		
			8	7	6			

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